

Proposed Revisions to TJC Bylaws, Sections 5 to 8: April 27, 2014

SECTION 5 – CHURCH MEMBERSHIP

The members of The Journey Church, as according to the official membership list of The Journey Church, for purposes of these Bylaws, shall consist of people who have professed their faith in Jesus Christ ~~through believer's baptism and who make the following commitments as Savior and Lord through believer's baptism and who make the following promises to God and other members to learn to practise these commitments; that are rooted in living out the gospel and loving one another, as the Bible teaches, within the community of Christ's church:~~

- ~~a) To participate regularly in worship and training of the Church in order to grow in their faith~~
- a) *Promise to protect the **unity** of my church*
 - i. *By acting in love toward other members*
 - ii. *By refusing to gossip*
 - iii. *By supporting the leadership*
- ~~b) To serve faithfully in the ministries and outreach activities of the Church~~
- b) *Promise to share in the **outward focus** of my church*
 - i. *By sharing in word and deed, local and global*
 - ii. *By inviting the unchurched to attend*
 - iii. *By warmly welcoming all*
- ~~e) To support the mission of the Church and the leadership needed to accomplish that mission~~
- c) *Promise to **serve** in the mission of my church*
 - i. *By discovering my gifts and talents*
 - ii. *By being equipped to serve*
 - iii. *By developing a servant's heart*
- ~~d) To seek resolution of differences in the Church privately and graciously, as Scripture requires~~
- d) *Promise to support **the community** of my church*
 - i. *By attending faithfully*
 - ii. *By living at peace with others*
 - iii. *By giving consistently, proportionately, generously and joyfully*
- ~~e) To give generously to the financial costs of achieving the mission of the Church~~
- e) *Promise to grow **more like Jesus** within my church*
 - i. *By learning to love Jesus more*
 - ii. *By learning to live more like Jesus*
 - iii. *By learning to lead more to Jesus*

SECTION 6 – MEMBERSHIP ROLE

The primary role of the members shall be to serve as the ministers of the Church, reaching out to unchurched people first and also caring for the needs of one another within the Church.

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As ministers of the Church, members are also empowered to be involved in the decision making process of the Church. Church decisions shall be voted on at the Annual Gathering Meeting or any other Church wide meeting called by the Board. *In addition to nominating and selecting Board members on an annual basis,* the following decisions of the Church shall require the approval of the members by a two-thirds majority of those members present and voting:

- a) Calling or dismissing the Lead Pastor
- b) Approve*ing* amendments to Bylaws
- c) ~~Selecting Board Members~~
- c) Ratifying the annual spending plan in broad categories
- d) Purchasing or selling the primary Church facilities
- e) Dissolving the church¹

The Journey Church will use Robert's Rules of Order as a guide for conducting church member meetings. Robert's Rules provides common rules and procedures for deliberation and debate in order to place the whole membership on the same footing and speaking the same language. Robert's Rules provides for constructive and democratic meetings, to help, not hinder, the business of the assembly. Under no circumstances should "undue strictness" be allowed to intimidate members or limit full participation. Roberts Rules can be found online at www.robertsrules.org.

Church decisions may be voted upon provided the following requirements are met:

- i. The Congregation is given at least two weeks notice of the vote by announcement at regular services. Notice may also be given by electronic or postal mail.
- ii. The "members present" constitutes a quorum, which according to Robert's Rules, "should approximate the largest number that can be depended on to attend any meeting except in very bad weather or other extremely unfavorable conditions."²

The Chairperson of the Board shall call and preside at all regular or special meetings of the congregation. If the chair is unable to attend a previously called meeting, another Board member may serve as chair for that particular meeting.

The chair has a duty to declare the absence of a quorum when he/she believes requirement ii) has not been met. This may occur when a meeting is called to order, or at any point during a meeting, at least before taking any vote.

The Secretary/Treasurer of the Board, or another Church Member designate, will take the minutes of all regular or special business meetings of the church and will be made available prior to subsequent meetings for vote of approval.

Voting privileges shall be extended to members who are 14 years of age and older.

¹ Remaining assets to go to another non-profit organization or Convention of Atlantic Baptist Church (CABC)

² The chair will take into consideration attendance records of past, comparable church meetings.

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If any member of The Journey Church has a grievance or just cause to believe a Boundary Principle is being violated, as outlined in the Guiding Principles, a written and signed letter of concern and/or complaint must be submitted to the Board who holds the Lead Pastor accountable. Upon review of this submission, the Board will determine the appropriate action steps which may include calling a church-wide meeting.

SECTION 7: CHURCH DISCIPLINE, RECONCILIATION AND RESTORATION

As part of the 'Body of Christ,' members of The Journey Church are instructed in Scripture to love and support one another. On occasion that support and love may need to be expressed through corrective or disciplinary measures when another church member's actions or conduct is not consistent with the covenant he/she affirmed at the time of joining our fellowship.

The Bible notes four common reasons corrective measures may be used: (1) to prevent division within the church (Titus 3:10-11); (2) to prevent the proclaiming of false teaching (Titus 1:9); (3) to challenge and correct immoral behaviour (I Cor. 5:1-2); and (4) to bring back an erring member into a stronger relationship with Christ (Matt. 18:15). Whatever the reason, however, the goal is always to reconcile and restore a member to a rightful relationship to God.

The first and primary response to any church member, whose action or behaviour is not in keeping with the covenant agreed to by him/her, is to emulate the process outlined in Matthew 18:15-17. This three-phased approach begins informally then moves incrementally toward increased levels of formality. The three phases are:

Phase One (Matt. 18:15): One to One - "If a brother or sister sins, go and point out the fault, just between the two of you. If they listen to you, you have won them over." This is the approach of correction that is most common between one church member and another. The vast majority of disciplinary/restorative actions within a healthy church family should be of this nature and no further intervention will be needed.

Phase Two (Matt. 18:16): Multiple Member - "But if they will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses." Sometimes a few extra members (and maybe even a few extra visits and exchanges) may need to occur if the one-to-one is unsuccessful. This still would most commonly happen with church members only, but could potentially include church staff, depending on the severity and/or duration of the 'offense' that is being raised.

Phase Three (Matt. 18:17a): 'Church' Involvement - "If they still refuse to listen, tell it to the church." At this point in the process, the pastoral staff would definitely be involved in helping to deal with the non-repentant or non-responsive church member(s). They may even decide to inform and/or include the Church Board in the process depending on the type of transgression involved. Due to matters of privacy, it would not be normal for the church membership to be involved in the formal discipline of a member, however, if the transgression was public in nature and widely known there may be situations where this norm would not be the case.

Should persistent resistance continue at this point, a second dimension to Phase Three may need to be instituted (Matt. 18:17b). ". . . and if they refuse to listen even to the church, treat them as

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you would a pagan or tax collector.” On rare occasions, a member may refuse to repent of his/her actions, despite the clear direction of the church leadership. Such an occurrence will inevitably involve the Church Board who, after confirming that all appropriate steps were taken to provide restoration, will normally recommend the removal of the individual’s name from the church membership. Again, depending on the private or public nature of the transgression a formal motion may be made to the church membership at a formal meeting of The Journey Church.

Formal Restoration:

The ultimate goal of any disciplinary action is to first create renewed alignment of the member with God and His authority in his/her life through confession and repentance and then to work with the church member to mend and restore any hurt or damaged relationships within the church fellowship. This means as well that for situations when the pastoral staff and/or the Board of The Journey Church have become involved in a disciplinary process that is more public, it is reasonable to expect that a more formal restorative process should be established and followed. Such situations would need to be worked out on a case-by-case basis, but the guiding principle involved here is that if hurt and damage has occurred in a public way within the Church, than it is crucial and necessary that formal steps also be taken by the Board and/or Pastoral Staff in achieving a public expression of reconciliation and restoration.

SECTION 7 8 – BOARD SELECTION

The Board shall consist of 5 or 7 members, based on the board selection process, including the Lead Pastor, who shall be the only Staff person on the Board. The other members shall be active Church members selected for annual terms by the following process:

- a) Any active member of the Church may submit a signed letter to recommend another member of good character and commitment to the mission of the Church to be a potential Board Member.
- b) Potential Members must successfully complete training and orientation led by the Board covering the mission, vision, values and structure of the Church.
- c) Potential Board Members must sign a covenant to uphold the highest standards of participation, service, supportiveness, and tithing with regard to the Church and will be added to the active candidate list.
- d) The Board shall present to the Congregation in attendance for approval a selection of candidates from the active candidate list that have let their names stand and have been certified by the Board as qualified to serve as Board Members.

It is the responsibility of the Board to ensure continuity of its Board membership from one year to the next. A rotation of Board Member terms is identified as a way to allow for new Members to join the Board while maintaining continuity. The Lead Pastor is a continuous Member of the Board and is exempt from the following process. To facilitate this rotation, and under normal circumstances, the following guidelines will be followed:

- i) Each Board Member may serve a maximum of ~~four~~ six consecutive annual terms and ~~may serve again~~ may be nominated to serve again after a break of one year or more.
- ii) Each year at least one of the active board members will be rotated out.

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- iii) At least half of the board members from the previous annual term will remain on the board.
- iv) The chair will have served at least one annual term as a board member prior to being selected a chair.
- v) Nominations for new Board Members will be solicited each year in order to provide candidates for the board selection process.
- vi) *There may be unusual circumstances where an exception to these guidelines may be helpful. In that event, congregational approval is required.*

~~Immediate family members (defined as spouse, parents and grandparents, children and grand children, brothers and sisters, mother in law and father in law, brothers in law and sisters in law, daughters in law and sons in law; adopted and step members are also included) of the Lead Pastor, of the Staff, or of other Board Members shall not serve on the Board.~~

In order to reduce the potential for a conflict of interest, Kaiser's Accountable Leadership Model requires that governance (Board) and management (Staff) do not overlap, either directly or indirectly. The Lead Pastor is the only one to be part of both.³ Therefore, immediate family members (defined as spouse, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, daughters-in-law and sons-in-law; adopted and step members are also included) of Board members, of the Lead Pastor, of the Staff, or of those leading established ministries shall not serve on the Board.

At The Journey Church, we value equipping and developing new leaders. It may happen that a new ministry or ministry leader may benefit from more active oversight and mentoring by the Lead Pastor during its launch, even if that person is somehow connected with a Board Member as listed above. In that case, the Board may allow this until the ministry or initiative is established, being mindful of both the development of the ministry or ministry leader and any potential for conflict of interest for both management and the Board.

The term of a Board Member may be vacated by resignation, by removal as a Church member, or by action of the Board. The remainder of a vacated term shall be filled by a candidate on the active candidate list, or, in the case of no existing candidates, by recommendation of the Lead Pastor and approval of the Board, and shall not be counted toward the limit of ~~four~~ six consecutive terms. If the vacated role is filled outside of the active candidate list, the appointee must go through the Nomination process during the next Board Selection process.

SECTION 8 9 – BOARD ROLE

³ Kaiser, John Edmund, *Winning on Purpose*, page 124.